

Stories of Digital Transformation

Summary

Drivestream worked with a provider of competitively-priced Energy in the upper Midwest, to implement a complete Oracle HCM Cloud solution for over 1500 employees. The project was completed in two phases. Phase I was focused on Talent and Compensation. Phase II is focused on Time & labor and Payroll with complex Union rules.

About

The client is a reliable provider of competitively-priced energy in the upper Midwest, USA and invests in transmission infrastructure and other energy-centric businesses. The electric utility serves 145,000 residents, 15 municipalities and some of America's largest industrial customers.

Challenges

- Replace outdated legacy HCM and Talent Management systems
- Support challenging time & labor requirements, which must be aligned with complex union contracts
- Enhance employee lifecycle experience
- Improve HR reporting and analytics

Benefits Achieved

- Utilized a Cloud Migration Assessment (CMA) to determine functional scope and implementation timeline and phasing
- Modified the implementation plan to accommodate the client's constrained budget and staff resources
- Integrated EBS Financials with HCM Cloud
- Replaced their paper-based Talent processes with a modern Cloud solution

Results

- Enabled HR organization to shift resources and focus from day-to-day operations to key strategic initiatives
- Improved ability to accurately identify "high potential" candidates and establish career plans to accelerate their growth

Products:

Oracle HCM Cloud
(Global HR, Benefits,
Payroll, Time & Labor,
Talent, Compensation)

Legacy Platform:

Oracle EBS suite